

Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

FSIS (and below)

For 1st Quarter 2015 for period ending December 31, 2014

| Complaint Activity | Comparative Data | | | | | |
|----------------------------|---------------------------|------|------|------|------|---------------|
| | Previous Fiscal Year Data | | | | | 2015Thru12-31 |
| | 2010 | 2011 | 2012 | 2013 | 2014 | |
| Number of Complaints Filed | 67 | 81 | 68 | 46 | 60 | 24 |
| Number of Complainants | 66 | 79 | 66 | 43 | 56 | 24 |
| Repeat Filers | 1 | 2 | 2 | 2 | 4 | 0 |

| Complaints by Basis | Comparative Data | | | | | |
|--|---------------------------|------|------|------|------|---------------|
| | Previous Fiscal Year Data | | | | | 2015Thru12-31 |
| <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i> | 2010 | 2011 | 2012 | 2013 | 2014 | |
| Race | 27 | 38 | 31 | 23 | 33 | 11 |
| Color | 7 | 8 | 14 | 14 | 19 | 5 |
| Religion | 3 | 6 | 5 | 3 | 4 | 2 |
| Reprisal | 30 | 40 | 29 | 30 | 34 | 12 |
| Sex | 15 | 36 | 27 | 19 | 33 | 7 |
| PDA | 0 | 0 | 0 | 0 | 2 | 0 |

| | | | | | | |
|--|----------------------------------|-------------|-------------|-------------|-------------|----------------------|
| National Origin | 10 | 16 | 13 | 5 | 11 | 5 |
| Equal Pay Act | 0 | 0 | 1 | 2 | 1 | 0 |
| Age | 20 | 30 | 28 | 17 | 26 | 11 |
| Disability | 16 | 18 | 20 | 23 | 18 | 8 |
| Genetics | 0 | 2 | 0 | 1 | 0 | 0 |
| Non-EEO | 5 | 11 | 7 | 5 | 11 | 4 |
| Complaints by Issue | Comparative Data | | | | | |
| | Previous Fiscal Year Data | | | | | 2015Thru12-31 |
| <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i> | 2010 | 2011 | 2012 | 2013 | 2014 | |
| Appointment/Hire | 4 | 8 | 2 | 1 | 3 | 2 |
| Assignment of Duties | 6 | 8 | 6 | 6 | 11 | 1 |
| Awards | 0 | 2 | 2 | 2 | 2 | 0 |
| Conversion to Full-time | 0 | 0 | 0 | 0 | 1 | 0 |
| Disciplinary Action | | | | | | |
| Demotion | 1 | 0 | 1 | 0 | 0 | 0 |
| Reprimand | 0 | 3 | 2 | 2 | 6 | 1 |
| Suspension | 8 | 5 | 4 | 4 | 5 | 4 |
| Removal | 3 | 3 | 2 | 1 | 2 | 1 |
| Other | 4 | 3 | 6 | 3 | 3 | 1 |
| Duty Hours | 1 | 0 | 1 | 0 | 4 | 1 |
| Evaluation Appraisal | 16 | 11 | 5 | 9 | 11 | 2 |
| Examination/Test | 1 | 0 | 0 | 0 | 0 | 0 |
| Harassment | | | | | | |
| Non-Sexual | 31 | 42 | 36 | 33 | 33 | 13 |

| | | | | | | |
|--|---------------------------|--------|--------|--------|--------|---------------|
| Sexual | 3 | 8 | 2 | 1 | 0 | 1 |
| Medical Examination | 0 | 0 | 1 | 0 | 2 | 0 |
| Pay (Including Overtime) | 4 | 2 | 1 | 6 | 6 | 2 |
| Promotion/Non-Selection | 6 | 9 | 18 | 3 | 13 | 7 |
| Reassignment | | | | | | |
| Denied | 1 | 4 | 0 | 1 | 0 | 1 |
| Directed | 2 | 6 | 8 | 4 | 9 | 2 |
| Reasonable Accommodation | 4 | 2 | 4 | 6 | 6 | 3 |
| Reinstatement | 0 | 0 | 0 | 0 | 0 | 0 |
| Retirement | 0 | 0 | 1 | 0 | 0 | 1 |
| Termination | 5 | 6 | 10 | 4 | 2 | 2 |
| Terms/Conditions of Employment | 5 | 8 | 12 | 14 | 16 | 4 |
| Time and Attendance | 7 | 8 | 7 | 4 | 8 | 3 |
| Training | 4 | 3 | 8 | 2 | 5 | 1 |
| Other | 1 | 11 | 3 | 0 | 1 | 3 |
| Processing Time | Comparative Data | | | | | |
| | Previous Fiscal Year Data | | | | | 2015Thru12-31 |
| | 2010 | 2011 | 2012 | 2013 | 2014 | |
| Complaints pending during fiscal year | | | | | | |
| Average number of days in investigation | 274.28 | 297.87 | 247.50 | 228.53 | 199.38 | 178.62 |
| Average number of days in final action | 241.29 | 135.27 | 114.18 | 183.04 | 275.06 | 50.00 |
| Complaint pending during fiscal year where hearing was requested | | | | | | |
| Average number of days in investigation | 270.11 | 262.65 | 227.02 | 206.39 | 204.05 | 223.29 |
| Average number of days in final action | 28.86 | 91.40 | 114.43 | 299.75 | 339.00 | 0 |

| | | | | | | | | | | | | | | | |
|---|--|--|--------|---------------------------|--------|------|--------|------|--------|------|--------|---------------|--------|------|-----|
| Complaint pending during fiscal year where hearing was not requested | | | | | | | | | | | | | | | |
| Average number of days in investigation | | | 276.80 | | 331.78 | | 280.11 | | 250.67 | | 193.35 | | 143.89 | | |
| Average number of days in final action | | | 312.10 | | 179.13 | | 113.93 | | 133.89 | | 135.19 | | 50.00 | | |
| Complaints Dismissed by Agency | | | | Comparative Data | | | | | | | | | | | |
| | | | | Previous Fiscal Year Data | | | | | | | | 2015Thru12-31 | | | |
| | | | | 2010 | | 2011 | | 2012 | | 2013 | | | | 2014 | |
| Total Complaints Dismissed by Agency | | | | 7 | | 14 | | 11 | | 11 | | 6 | | 1 | |
| Average days pending prior to dismissal | | | | 164 | | 342 | | 492 | | 114 | | 77 | | 136 | |
| Complaints Withdrawn by Complainants | | | | | | | | | | | | | | | |
| Total Complaints Withdrawn by Complainants | | | | 10 | | 8 | | 5 | | 3 | | 6 | | 2 | |
| Total Final Agency Actions Finding Discrimination | | | | Comparative Data | | | | | | | | | | | |
| | | | | Previous Fiscal Year Data | | | | | | | | 2015Thru12-31 | | | |
| | | | | 2010 | | 2011 | | 2012 | | 2013 | | | | 2014 | |
| | | | | # | % | # | % | # | % | # | % | # | % | # | % |
| Total Number Findings | | | | 2 | | 0 | | 2 | | 0 | | 0 | | 1 | |
| Without Hearing | | | | 1 | 50 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| With Hearing | | | | 1 | 50 | 0 | 0 | 2 | 100 | 0 | 0 | 0 | 0 | 1 | 100 |
| Findings of Discrimination Rendered by Basis | | | | Comparative Data | | | | | | | | | | | |
| | | | | Previous Fiscal Year Data | | | | | | | | 2015Thru12-31 | | | |
| Note: Complaints can be filed alleging multiple bases.The sum of the bases may not equal total complaints and findings. | | | | 2010 | | 2011 | | 2012 | | 2013 | | | | 2014 | |
| | | | | # | % | # | % | # | % | # | % | # | % | # | % |
| Total Number Findings | | | | 2 | | 4 | | 3 | | 3 | | 5 | | 1 | |

| | | | | | | | | | | | | |
|-------------------------------|---|-----|---|----|---|----|---|----|---|----|---|-----|
| Race | 2 | 100 | 0 | 0 | 1 | 33 | 0 | 0 | 0 | 0 | 0 | 0 |
| Color | 0 | 0 | 0 | 0 | 1 | 33 | 0 | 0 | 0 | 0 | 0 | 0 |
| Religion | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reprisal | 1 | 50 | 1 | 25 | 1 | 33 | 1 | 33 | 0 | 0 | 1 | 100 |
| Sex | 0 | 0 | 1 | 25 | 1 | 33 | 1 | 33 | 0 | 0 | 0 | 0 |
| PDA | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| National Origin | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Equal Pay Act | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Age | 0 | 0 | 0 | 0 | 1 | 33 | 0 | 0 | 0 | 0 | 0 | 0 |
| Disability | 0 | 0 | 2 | 50 | 1 | 33 | 1 | 33 | 4 | 80 | 1 | 100 |
| Genetics | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Non-EEO | 0 | 0 | 0 | 0 | 1 | 33 | 1 | 33 | 1 | 20 | 0 | 0 |
| | | | | | | | | | | | | |
| Findings After Hearing | 1 | | 0 | | 2 | | 0 | | 0 | | 1 | |
| Race | 1 | 100 | 0 | 0 | 1 | 50 | 0 | 0 | 0 | 0 | 0 | 0 |
| Color | 0 | 0 | 0 | 0 | 1 | 50 | 0 | 0 | 0 | 0 | 0 | 0 |
| Religion | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reprisal | 1 | 100 | 0 | 0 | 1 | 50 | 0 | 0 | 0 | 0 | 1 | 100 |
| Sex | 0 | 0 | 0 | 0 | 1 | 50 | 0 | 0 | 0 | 0 | 0 | 0 |
| PDA | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| National Origin | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Equal Pay Act | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Age | 0 | 0 | 0 | 0 | 1 | 50 | 0 | 0 | 0 | 0 | 0 | 0 |
| Disability | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 100 |
| Genetics | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Non-EEO | 0 | 0 | 0 | 0 | 1 | 50 | 0 | 0 | 0 | 0 | 0 | 0 |

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|--------------------------------|---|----|---|----|---|----|---|----|---|----|---|-----|
| Suspension | 1 | 50 | 1 | 25 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Removal | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Other | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Duty Hours | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Evaluation Appraisal | 0 | 0 | 1 | 25 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Examination/Test | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Harassment | | | | | | | | | | | | |
| Non-Sexual | 1 | 50 | 3 | 75 | 1 | 33 | 2 | 67 | 1 | 20 | 1 | 100 |
| Sexual | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Medical Examination | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Pay (Including Overtime) | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Promotion/Non-Selection | 1 | 50 | 2 | 50 | 1 | 33 | 1 | 33 | 0 | 0 | 0 | 0 |
| Reassignment | | | | | | | | | | | | |
| Denied | 0 | 0 | 1 | 25 | 1 | 33 | 0 | 0 | 0 | 0 | 0 | 0 |
| Directed | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reasonable Accommodation | 0 | 0 | 1 | 25 | 0 | 0 | 1 | 33 | 3 | 60 | 1 | 100 |
| Reinstatement | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Retirement | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Termination | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 40 | 0 | 0 |
| Terms/Conditions of Employment | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 20 | 0 | 0 |
| Time and Attendance | 0 | 0 | 2 | 50 | 1 | 33 | 0 | 0 | 0 | 0 | 1 | 100 |
| Training | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Other - User Defined | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | | | | | | | | | |
| Findings After Hearing | 1 | | 0 | | 2 | | 0 | | 0 | | 1 | |

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|---------------------------------|---|-----|---|----|---|----|---|----|---|----|---|-----|
| Terms/Conditions of Employment | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Time and Attendance | 0 | 0 | 0 | 0 | 1 | 50 | 0 | 0 | 0 | 0 | 1 | 100 |
| Training | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Other - User Defined | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | | | | | | | | | |
| Findings Without Hearing | 1 | | 4 | | 1 | | 3 | | 5 | | 0 | |
| Appointment/Hire | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 33 | 0 | 0 | 0 | 0 |
| Assignment of Duties | 0 | 0 | 1 | 25 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Awards | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Conversion to Full-time | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Disciplinary Action | | | | | | | | | | | | |
| Demotion | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reprimand | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Suspension | 1 | 100 | 1 | 25 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Removal | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Other | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Duty Hours | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Evaluation Appraisal | 0 | 0 | 1 | 25 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Examination/Test | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Harassment | | | | | | | | | | | | |
| Non-Sexual | 1 | 100 | 3 | 75 | 0 | 0 | 2 | 67 | 1 | 20 | 0 | 0 |
| Sexual | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Medical Examination | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Pay (Including Overtime) | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Promotion/Non-Selection | 0 | 0 | 2 | 50 | 0 | 0 | 1 | 33 | 0 | 0 | 0 | 0 |

| | | | | | | | | | | | | |
|---|---|---|---------------------------|------|------|------|------|---------------|---|----|---|---|
| Reassignment | | | | | | | | | | | | |
| Denied | 0 | 0 | 1 | 25 | 1 | 100 | 0 | 0 | 0 | 0 | 0 | 0 |
| Directed | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reasonable Accommodation | 0 | 0 | 1 | 25 | 0 | 0 | 1 | 33 | 3 | 60 | 0 | 0 |
| Reinstatement | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Retirement | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Termination | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 40 | 0 | 0 |
| Terms/Conditions of Employment | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 20 | 0 | 0 |
| Time and Attendance | 0 | 0 | 2 | 50 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Training | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Other - User Defined | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Pending Complaints Filed in Previous Fiscal Years by Status | | | Comparative Data | | | | | | | | | |
| | | | Previous Fiscal Year Data | | | | | 2015Thru12-31 | | | | |
| | | | 2010 | 2011 | 2012 | 2013 | 2014 | | | | | |
| Total complaints from previous Fiscal Years | | | 125 | 57 | 55 | 62 | 37 | 72 | | | | |
| Total Complainants | | | 112 | 50 | 54 | 60 | 35 | 65 | | | | |
| Number complaints pending | | | | | | | | | | | | |
| Investigation | | | 8 | 5 | 2 | 1 | 2 | 13 | | | | |
| ROI issued, pending Complainant's action | | | 0 | 1 | 0 | 0 | 0 | 7 | | | | |
| Hearing | | | 42 | 33 | 32 | 36 | 32 | 43 | | | | |
| Final Agency Action | | | 10 | 20 | 16 | 24 | 2 | 7 | | | | |
| Appeal with EEOC Office of Federal Operations | | | 1 | 0 | 0 | 0 | 4 | 4 | | | | |

| Complaint Investigations | Comparative Data | | | | | |
|---|---------------------------|------|------|------|------|---------------|
| | Previous Fiscal Year Data | | | | | 2015Thru12-31 |
| | 2010 | 2011 | 2012 | 2013 | 2014 | |
| Pending Complaints Where Investigations Exceed Required Time Frames | 17 | 13 | 5 | 8 | 1 | 1 |